

MONTANA
DEPARTMENT OF TRANSPORTATION
WORKFORCE ANALYSIS
JANUARY 1995

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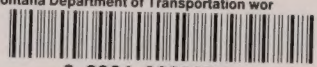
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JANUARY 1, 1995 WORKFORCE ANALYSIS

EEO 4 CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1993 CENSUS DATA		UNDER REPRESENTATION		NO. NEEDED FOR PARITY	
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MINORITY	FEMALE %	MINORITY %	FEMALE	MINORITY	FEMALE	MINORITY
ADMIN OFFICER	2	1	0	43.00%	5.76%			0	0
AERONAUTICS DIV ADMIN	1	0	0	45.00%	5.76%			0	0
AGENCY HEAD-ADMIN	1	0	0	33.00%	5.76%			0	0
AIRPORT BUREAU CHIEF	1	0	0					0	0
ATTORNEY SUPV	1	0	0					0	0
CAREER EXEC ASSIGN	19	1	0	28.00%	5.76%	YES	YES	4	1
ENGINEERING MGR	23	0	0	4.00%	5.76%	YES	YES	1	1
FIELD MAINT BUR CHF	9	0	0	5.00%	5.76%	YES	YES	1	1
INFO SYS MGR	3	0	0	32.00%	5.76%			0	0
PERSONNEL OFFICER	1	1	0	53.00%	5.76%			0	0
PLANNING MGR	5	1	0	79.00%	5.76%	YES	YES	3	1
PUBLIC INFOR MGR	1	0	0	26.00%	5.76%			0	0
PURCH/SUPPLY SRVCS MGR	1	1	0	30.00%	5.76%			0	0
REGULATORY PGM MGR I	1	1	1	32.00%	5.76%			0	0
REGULATORY PGM MGR II	2	0	0	32.00%	5.76%			0	0
SOL/HAZ WST MGR	1	0	0	28.00%	5.76%			0	0
TRN & DEV OFFICER	1	1	0	?	5.76%			0	0
TOTAL CATEGORY A	73	7	1						

NOTE: AVAILABLE WORKFORCE FIGURES PROVIDED BY MONTANA DEPT. OF ADMINISTRATION

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

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OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1993 CENSUS DATA		UNDER REPRESENTATION		NO. NEEDED FOR PARITY	
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MINORITY	FEMALE %	MINORITY %	FEMALE	MINORITY	FEMALE	MINORITY
ACCOUNTANT	13	6	0	54.00%	2.42%	YES	YES	1	1
ACCOUNTING/FS MGR	2	0	0	54.00%	2.42%	YES	YES	0	0
ADMIN OFFICER	13	8	0	79.00%	2.42%	YES	YES	2	1
AIRCRAFT PILOT	2	0	0	5.00%	2.42%	YES	YES	0	0
ATTORNEY SPEC	5	0	0	17.00%	2.42%	YES	YES	1	1
AUDITOR	9	3	0	52.00%	2.42%	YES	YES	2	1
AUDIT MGR	1	0	0	?	2.42%			0	0
AVIATION SUPPORT OFF	2	0	0	79.00%	2.42%			0	0
BUDGET ANALYST	4	1	0	51.00%	2.42%			0	0
CENTRZD SER MGR I	5	4	0	48.00%	2.42%	NO	YES	0	1
CHEMIST	1	0	0	19.00%	2.42%			0	0
CIVIL ENG SPEC	121	11	1	4.00%	2.42%	NO	YES	0	2
COMMCT BUR CHF	1	0	0	2.00%	2.42%			0	0
COMPLIANCE SPEC	2	2	0	23.00%	2.42%			0	0
CONSTR. INSPEC	1	0	0	?	2.42%			0	0
DATA COLLECTION SUPV-HWY	1	0	0	?	2.42%			0	0
ECONOMIST	1	0	0	?	2.42%			0	0
ELECTRONIC EQUIP TECH	7	0	0	18.00%	2.42%	YES	YES	1	1
ENG MGR OFFICERS	2	0	0	4.00%	2.42%	NO	YES	0	0
ENGRNG OFFICERS	8	1	0	4.00%	2.42%			0	1
ENV IMPACT SPEC	7	1	0	28.00%	2.42%	YES	YES	1	1
ENVNMT ENG SPEC	1	0	0	28.00%	2.42%			0	0
EQUIP SERV MGR I	1	0	0	5.00%	2.42%			0	0
FISCAL OFFICER	1	0	0	54.00%	2.42%			0	0
FISCAL SPEC.	1	1	0	54.00%	2.42%			0	0
INFO SYS SUPPORT SPEC	10	2	0	32.00%	2.42%	YES	YES	1	1
LAND SURVEY COORDINATOR	1	0	0	?	2.42%			0	0
MANAGEMENT ANALYST	3	0	0	?	2.42%			0	0
OCCUP SAFETY/HLTH SPEC	1	0	1	23.00%	2.42%			0	0
PAY BENEFIT SPEC.	1	1	0	51.00%	2.42%			0	0
PERSONNEL SPEC	11	11	1	53.00%	2.42%	NO	NO	0	0
PHOTOGRAPHY SEC ASST SUPV	1	0	0	?	2.42%			0	0
PHOTOGRAPHY SEC SUPV	1	0	0	40.00%	2.42%			0	0
PLANNER I	2	0	0	79.00%	2.42%			0	0
PLANNER III	2	0	0	79.00%	2.42%			0	0
PLANNER IV	8	2	0	79.00%	2.42%	YES	YES	4	1
PLANNER V	1	0	0	79.00%	2.42%			0	0
PROGRAM SPEC	18	4	1	65.00%	2.42%	YES	NO	1	0
PROG/ANALYST	13	7	0	34.00%	2.42%	NO	YES	0	1
PURCHASE SUPPLY SPEC	1	1	0	?	2.42%			0	0
RESEARCH PGM MGR	1	0	0	37.00%	2.42%			0	0
RESEARCH SPEC III	1	1	0	37.00%	2.42%			0	0
RIGHT/WAY SUPV II	7	1	0	40.00%	2.42%	YES	YES	2	1
SOL/HAZ WST SPEC	3	0	0	28.00%	2.42%			0	0

STATISTICIAN	2	0	0	46.00%	2.42%	YES	YES	0	0
TRAFFIC ENG SPEC	5	0	0	4.00%	2.42%	YES	YES	1	1
TRAINING & DEV SPEC	6	2	0	53.00%	2.42%	YES	YES	1	1
TRAFFIC TECH III	1	0	0	4.00%	2.42%			0	0
URBAN TRANSPT SEC SUPV	1	0	0	4.00%	2.42%			0	0

=====	303	70	4	=====	=====	=====	=====	=====	=====
TOTAL CATEGORY B									

NOTE: AVAILABLE WORKFORCE FIGURES PROVIDED BY MT. DEPT. OF ADMINISTRATION

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT SIGNIFICANTLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

JANUARY 1, 1995 WORKFORCE ANALYSIS

EEO 4 CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT			AVAILABLE WORKFORCE - 1993 CENSUS DATA		UNDER REPRESENTATION		NO. NEEDED FOR PARITY	
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MINORITY	FEMALE %	MINORITY %	FEMALE	MINORITY	FEMALE	MINORITY
ACCOUNTING TECH	18	15	1	78.00%	5.49%	NO	NO	0	0
ADMIN SUPPORT *	40	35	1	93.00%	5.49%	YES	YES	2	1
AUDITOR	1	1	0	78.00%	5.49%			0	0
COLLECTION TECH	1	1	0	?	5.49%			0	0
CONTRACT SPECIALIST	2	0	0	38.00%	5.49%			0	0
DESIGN SUPV	14	0	1	16.00%	5.49%	YES	NO	2	0
DESIGN PLAN TECH	19	7	0	15.00%	5.49%	NO	YES	0	1
DESIGNER	66	7	3	15.00%	5.49%	YES	YES	3	1
DRAFTER	2	0	0	15.00%	5.49%			0	0
DUPLIC. SERV. SUPV.	1	0	0	97.00%	5.49%			0	0
ELECTRONIC EQUIP TECH	2	0	0	18.00%	5.49%			0	0
ENGR PROJ AIDE	15	8	1	13.00%	5.49%	NO	NO	0	0
ENGR PROJ TECH	24	3	1	35.00%	5.49%	YES	YES	5	0
ENGRNG TECH	133	8	4	35.00%	5.49%	YES	YES	39	0
FIELD PROJECT MGR	40	1	0	13.00%	5.49%	YES	YES	4	2
GVW SCALE INSPECTOR	1	0	0	76.00%	5.49%			0	0
INFO SUP OP	3	2	0	76.00%	5.49%			0	0
INFO SYS TECH	1	1	0	76.00%	5.49%			0	0
LICENSING SEC SUPV	1	0	0	64.00%	5.49%			0	0
LIC/CERT/PERMIT TECH	6	5	0	64.00%	5.49%	NO	YES	0	1
MAT'LS LAB SPEC	8	1	0	35.00%	5.49%	YES	YES	2	1
MAT'LS LAB SUPV	8	1	0	35.00%	5.49%	YES	YES	2	1
MAT'LS LAB TECH	34	2	0	35.00%	5.49%	YES	YES	10	2
MAT'LS SUPV	11	0	0	35.00%	5.49%	YES	YES	4	1
PARALEGAL ASSISTANT II	1	1	0	77.00%	5.49%			0	0
PAY BENEFIT TECHN.	7	7	0	88.00%	5.49%	NO	YES	0	1
PHTGRMTRC TECH I	3	0	0	13.00%	5.49%			0	0
PHTGRMTRC TECH II	1	0	1	13.00%	5.49%			0	0
PLANNING TECH	7	2	1	35.00%	5.49%	YES	NO	0	0
PROJECT CTRL TECH	2	0	0	15.00%	5.49%			0	0
PURCH/SUPPLY AST	1	1	0	40.00%	5.49%			0	0
REPROGRAPHIC TECHNICIAN II	1	0	0	15.00%	5.49%			0	0
RESEARCH AIDE	1	0	0	38.00%	5.49%			0	0
REVIEW APPRAISER	3	0	0	40.00%	5.49%			0	0
RIGHT/WAY AGENT II	1	1	0	40.00%	5.49%			0	0
RIGHT/WAY AGENT III	12	4	0	40.00%	5.49%	YES	YES	1	1
RIGHT/WAY AGENT IV	14	2	0	40.00%	5.49%	YES	YES	4	1
RIGHT/WAY TECH I	1	0	0	40.00%	5.49%			0	0
ROAD PLANS CHECKER II	1	0	0	44.00%	5.49%			0	0
TRAFFIC CHECKER	3	0	0	38.00%	5.49%			0	0
TRAFFIC TECH	4	2	0	35.00%	5.49%	YES	YES	0	0
UTILITY AGENT	9	1	0	35.00%	5.49%			2	1

JANUARY 1, 1995 WORKFORCE ANALYSIS

EEO 4 CATEGORY: D
PROTECTIVE SERVICE WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE				AVAILABLE WORKFORCE - 1993 CENSUS DATA		UNDER REPRESENTATION		NO. NEEDED FOR PARITY	
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MINORITY	TOTAL MINORITY	FEMALE %	MINORITY %	FEMALE	MINORITY	FEMALE	MINORITY
GVW CMLNCE OFFCR I	75	15	3	3	44.00%	3.10%	YES	NO	18	0
GVW OFF SUPV	4	0	0	0	44.00%	3.10%			0	0
TOTAL CATEGORY D	79	15	3	3						

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JANUARY 1, 1995 WORKFORCE ANALYSIS

EEO 4 CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1993 CENSUS DATA		UNDER REPRESENTATION		NO. NEEDED FOR PARITY	
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MINORITY	FEMALE %	MINORITY %	FEMALE	MINORITY	FEMALE	MINORITY
ACCOUNTING CLERK	12	11	0	58.00%	6.57%	NO	YES	0	1
ADMIN SUPPORT *	23	18	1	61.00%	6.57%	NO	YES	0	0
DUPIC PRESS OPER	2	0	0	61.00%	6.57%			0	0
INFORMATION CLERK	1	1	0	58.00%	6.57%			0	0
MAIL CLERK II	1	0	0						
MAIL CLERK SUPVR I	1	1	0						
STOCKPERSON	12	2	1	53.00%	6.57%	YES	NO	0	0
TOTAL CATEGORY F	52	33	2					3	0

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JANUARY 1, 1995 WORKFORCE ANALYSIS

EEO 4 CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1993 CENSUS DATA		UNDER REPRESENTATION		NO. NEEDED FOR PARITY	
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MINORITY	FEMALE %	MINORITY %	FEMALE	MINORITY	FEMALE	MINORITY
AIRPLANE MECHANIC	1	0	0	6.00%	7.17%			0	0
CARPENTER	8	0	0	4.00%	7.17%	YES	YES	1	1
CENTRAL SHOP SUPV	1	0	0	5.00%	7.17%			0	0
DIV SHP SUPT	10	0	0	5.00%	7.17%	YES	YES	1	1
DIV. MAINTENANCE SUPV.	14	0	0	2.00%	7.17%	YES	YES	1	1
DRILL OPERATOR	8	0	1	3.00%	7.17%	YES	NO	1	0
DRILL SEC SUPV	1	0	0	3.00%	7.17%			0	0
EQUIPMENT OPERATOR I	42	1	1	6.00%	7.17%	YES	YES	2	2
EQUIPMENT OPERATOR II	114	0	10	5.00%	7.17%	YES	NO	6	0
FIELD MAINT SUPV A	98	1	9	2.00%	7.17%	YES	NO	1	0
FIELD MAINT SUPV B	25	0	0	2.00%	7.17%	YES	YES	1	2
MACHINIST/MECHANIC	51	0	2	4.00%	7.17%	YES	YES	2	0
PAINTER	4	0	1	19.00%	7.17%			0	0
PAINTER FOREMAN	5	0	1	19.00%	7.17%	YES	NO	1	0
PRINTING PROD SUPV	1	0	0	24.00%	7.17%			0	0
STRIPING MACHINE DRIVER	1	0	0	2.00%	7.17%			0	0
STRIPING MACHINE OPR/DRVR	10	0	1	2.00%	7.17%	YES	NO	1	0
TRUCK DRIVER OVER 5 TON	1	0	0	9.00%	7.17%			0	0
TRUCK DRIVER UNDER 5 TON	163	7	15	9.00%	7.17%	YES	NO	8	0
UTILITY WORKER	3	0	0	16.00%	7.17%			0	0
WORKING SHOP FOREMAN	13	0	1	4.00%	7.17%	YES	NO	1	0
TOTAL CATEGORY G	574	9	42						

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JANUARY 1, 1995 WORKFORCE ANALYSIS

EEO 4 CATEGORY: H
SERVICE/MAINTENANCE

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1993 CENSUS DATA		UNDER REPRESENTATION		NO. NEEDED FOR PARITY	
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MINORITY	FEMALE %	MINORITY %	FEMALE	MINORITY	FEMALE	MINORITY
CUSTODIAN II	2	1	0	42.00%	10.65%			0	0
CUSTODIAN III	1	0	0	?	10.65%			0	0
LABOR	4	0	0	36.00%	10.65%			0	0
MAINTENANCE CREW LEADER	2	0	0	31.00%	10.65%			0	0
MAINTENANCE SUPV.	1	0	0	31.00%	10.65%			0	0
SERVICE/COMBINATION A	14	2	0	31.00%	10.65%	YES	YES	2	1
SERVICE/COMBINATION B	9	0	1	31.00%	10.65%	YES	NO	3	0
TOTAL CATEGORY H	33	3	1						

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